

**TESTIMONY OF BRENDA MOORE ON SB 280  
BEFORE THE HOUSE COMMITTEE ON COMMERCE AND TRADE  
THURSDAY, DECEMBER 8, 2016**

GOOD MORNING CHAIR GRAVES AND COMMITTEE MEMBERS:

MY NAME IS BRENDA MOORE AND I AM THE FORMER UNIT PRESIDENT FOR THE BUENA VISTA SCHOOLS SUPPORT STAFF AND A COMMUNITY ACTIVIST FROM SAGINAW, MICHIGAN. I ALSO SERVE ON THE SAGINAW CITY COUNCIL AND AM A MEMBER OF THE MICHIGAN MUNICIPAL LEAGUE BOARD OF TRUSTEES.

I COME BEFORE YOU TODAY IN OPPOSITION TO SENATE BILL 280. I WORKED IN THE PUBLIC SCHOOLS FOR MORE THAN 9 YEARS AND AS UNIT PRESIDENT HAD MANY OPPORTUNITIES TO MEET AND WORK WITH MANAGEMENT IN THE SCHOOLS.

MEETING QUICKLY TO ADDRESS WORKPLACE CONCERNS ALLOWS FOR ISSUES TO BE RESOLVED EFFICIENTLY AND EFFECTIVELY. EVEN WHEN WE COULD NOT COME TO A CONSENSUS ON AN OUTCOME, IT ALLOWED US TO AIR OUR CONCERNS AND MOVE FORWARD.

FEDERAL AND STATE LAWS HAVE STRICT TIME LINES ON RESPONDING TO GRIEVANCES, UNFAIR LABOR PRACTICES AND ARBITRATIONS. ELIMINATING

MANAGEMENT'S ABILITY TO RESOLVE ISSUES QUICKLY COULD COST MORE IF TIMELINES ARE NOT MET. THERE WERE NUMEROUS TIMES WE MET QUICKLY AND WERE ABLE TO SOLVE PROBLEMS IN A TIMELY MANNER AND WITHOUT THEM ESCALATING. WHERE I LIVE, MANAGEMENT SALARIES ARE HIGHER THAN EMPLOYEE WAGES. SO, IT WOULD BE MORE EXPENSIVE TO DEAL WITH THESE ISSUES AFTER HOURS OR ON WEEKENDS. THIS COULD ELIMINATE ANY SAVINGS SOME OF YOU BELIEVE YOU WILL HAVE IN LONG RUN.

ANOTHER THING TO CONSIDER WOULD BE THE POSSIBLE INCREASE IN COST OF BARGAINING AND ARBITRATIONS. OFTEN TIMES, THERE ARE ATTORNEYS INVOLVED IN BOTH INSTANCES. THERE MAY BE ADDITIONAL COSTS FROM THEM AFTER HOURS AND WEEKENDS.

THIS LEGISLATION ALSO INTERFERES WITH LABOR MANAGEMENT COMMITTEES THAT OCCUR IN THE WORKPLACE, INCLUDING HEALTH AND SAFETY. LABOR AND MANAGEMENT HAVE SAVED MILLIONS OF DOLLARS IN HEALTH CARE COSTS BY WORKING TOGETHER TO ACHIEVE THOSE SAVINGS. THIS WORK OFTEN REQUIRES OUTSIDE ENTITIES TO PROVIDE INFORMATION ON POSSIBLE OPTIONS FOR COST

SAVINGS. IT WOULD BE SIGNIFICANTLY HARDER TO HAVE THOSE CONVERSATIONS DURING NON-WORK HOURS.

SAFETY COMMITTEES MEET REGULARLY TO STAY CURRENT ON WAYS TO PROTECT THOSE WHO UTILIZE PUBLIC FACILITIES (I.E. WEATHER CONDITIONS, ASBESTOS ISSUES, POOR AIR AND WATER QUALITY OR ACTIVE SHOOTER SITUATIONS, TO NAME A FEW). HEALTH AND SAFETY MUST CONTINUE TO BE A TOP PRIORITY AND IT IS EASIER TO DEAL WITH THESE ISSUES DURING REGULAR WORK HOURS AND WITH ALL STAKEHOLDERS AT THE TABLE.

LASTLY, AS A CONCERNED CITIZEN AND A COMMUNITY ACTIVIST, I AM DEEPLY CONCERNED. I BELIEVE THE DECISION TO ALLOW FOR AND PAY FOR LOST TIME SHOULD BE DECIDED ON A LOCAL LEVEL. I ASK YOU TO PLEASE VOTE NO ON SB 280.

THANK YOU.